



**STRATEGIC  
ORGANIZING  
CENTER**

## Staff Attorney

### WHO WE ARE and WHAT WE DO:

The SOC is a mission-focused center that develops strategies and implements tactics on transformational campaigns that confront corporate power. We partner with workers, allies and our affiliates — the Service Employees International Union (SEIU), Communication Workers of America (CWA), and the United Farmworkers of America (UFW) — whose 3 million members are united in building a strong, vibrant labor movement through organizing workers hungry for change. Through cutting-edge research and innovative campaigns, the SOC advocates for workers, consumers and other constituencies harmed by concentrated corporate power across a wide range of industries, including food service, transportation and logistics, communications, healthcare, manufacturing and more.

### THE OPPORTUNITY:

The Strategic Organizing Center is seeking a **Staff Attorney** to conduct innovative legal research and help develop strategies to support campaigns that challenge the power and conduct of America's largest corporations. The Staff Attorney will work with a seasoned legal team to develop cutting-edge legal strategies and tactics in collaboration with SOC staff and our affiliates. The work will engage in a range of areas including corporate accountability, antitrust, consumer protection, civil rights, and workplace issues. The Staff Attorney reports to the Legal Director.

### THE WORK:

- Research and design legal strategy and tactics related to organizing and corporate responsibility campaigns
- Develop and execute powerful and creative legal tactics to advance workers' rights and other corporate accountability efforts
- Devise and implement legislative and policy initiatives to support campaigns, including drafting and advocacy
- Advocate before regulators regarding enforcement actions and relevant policies
- Build relationships with value- and issue-aligned advocacy organizations
- Craft public messaging, including in legal products, that effectively advance campaigns
- Collaborate with internal staff across departments, as well as union affiliates, outside law firms and other external allies to drive ideas and tactics
- Perform other duties as required to support the work of the SOC Legal Department

### WHO WE ARE LOOKING FOR:

The Strategic Organizing Center (SOC) is seeking candidates who are passionate about our mission and are highly proactive. Applicants should also possess the following qualifications:

- **Commitment to Social Change:** A strong dedication to social justice and workers' rights.
- **Legal Research Skills: Proficiency** in conducting legal research using diverse sources to develop legal information and strategies to support and advance campaigns.
- **Effective Communication:** Excellent written and oral communication and advocacy skills.

- **Strategic Thinking and Initiative:** A solutions-oriented approach, self-motivation, and initiative to solve problems in a fast-paced campaign environment.
- **Collaborative Leadership:** Ability to thrive as a collaborative team member.
- **Excellence and Continuous Learning:** Dedication to maintaining high standards of work and a commitment to ongoing personal and professional development.
- **Time Management:** Ability to effectively manage multiple work streams and meet deadlines efficiently and effectively.
- **Legislative and Policy Skills:** Also desirable is the ability to plan and execute legislative and policy aspects of campaigns, prior experience developing relationships with allies and officials, and experience in legislative drafting and advocacy.

#### **Minimum Required Education and Experience:**

- Juris Doctorate granted by an ABA accredited law school
- Current law license in good standing
- 4+ years of litigation or similar legal experience
- Labor movement experience desirable but not required

#### **Physical Demands & Working Environment**

- Under current policy, SOC employees spend at least two days per week in-office at our Washington, DC or New York City office locations and may work remotely otherwise.
- Some travel is required.
- The SOC has a mandatory COVID vaccine policy and safety protocols in both our office locations, including a required daily health screening survey for in-office days.

## **WHAT WE OFFER:**

### **COMPENSATION & BENEFITS**

#### **Compensation:**

Salary is calculated based on years of experience, with annual increases according to an established salary scale. The salary range for this position is \$102,192 - \$120,257. This is a full-time exempt position.

#### **Benefits:**

The SOC is proud to offer a comprehensive benefits package that prioritizes the well-being and development of our employees:

- **Health Insurance:** Enjoy 100% employer-paid health coverage, including medical, dental, vision, and prescription benefits for you, your spouse or domestic partner, and children.
- **Retirement Savings:** After six months of employment, benefit from a generous 12% salary contribution to your 401K retirement plan.
- **Life and Disability Insurance:** We fully cover premiums for life insurance as well as short- and long-term disability insurance.
- **Additional Perks:** Receive cell phone provision, Commuter Benefits, and access to Flexible Spending Accounts (FSA) to help manage your expenses.
- **Paid Time Off:** Accrue 13 days of sick leave, enjoy 14 paid holidays, and take advantage of 10 days of paid vacation per year (which increases with seniority up to 25 days per year). You'll also receive 2 personal days and 4 days of compensatory time.
- **Parental Leave:** Benefit from 8 weeks of paid parental leave to support your growing family.
- **Professional Development:** We are committed to your growth, providing a professional development budget each year for every staff member to enhance skills and career advancement.

Join us in a supportive environment where your health, well-being, and professional growth are our top priorities!

**Application Requirements:**

A resume is required for all applications and a cover letter is highly suggested. Please go to our website [www.thesoc.org](http://www.thesoc.org), scroll to the bottom and click on “Careers at the SOC” to be taken to our job board.

Women and people of color are strongly urged to apply. The Strategic Organizing Center does not discriminate in any of its programs, procedures, or practices on the basis of race, color, religion, caste, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation, pregnancy and pregnancy related condition(s), veteran status, sexual orientation, gender identity and expression, genetic information, natural and protective hairstyle and any other class of individuals protected from discrimination under state or federal law in employment and application for employment.